



Trans Equity Council 2023 Strategic Planning

Key Past Accomplishments

- 2022:
 - Funded LGBTQ+ Equity Manager position and creation of LGBTQ+ competent healthcare directory
 - Executive Order protecting gender-affirming healthcare
 - Expanding Gender Inclusivity 101 training for City staff
 - Piloting free menstrual products in City buildings
 - Funded gender-neutral single-stall restroom incentive program
- Previous years:
 - Trans Equity Project Coordinator staff role funded full-time
 - HR trans equity review
 - Panic defense ban added to legislative agenda

Key Past Accomplishments Con'td



- In process:
 - Ensuring abortion access funds go to gender-affirming providers
 - Adding content to property owner training
 - Developing gender equity guidelines for contracts with social service providers
 - Overdose prevention sites research
 - Additional renter protections (rights in leases?)
- Other key priorities:
 - Housing policy + encampment response
 - Police accountability + alternatives to policing

2022 Subcommittees

- Policy
 - 2022 priorities: MPD accountability/alternatives to policing, housing equity, sex work decriminalization, City contract requirements, safe use sites, Civil Rights ordinance updates
- Community Engagement
 - 2022 priorities: getting out the word about the TEC!

What worked in 2022?

- Briefing Council Members on projects the month of recommendations
- Building ongoing relationships with Council Members
- Lobbying for budget amendments
- Working with REIB staff assigned to TEC to make recommendation implementation (including collaboration with other departments) part of their work plan
- Supportive allies in other relevant departments
- Continually pushing the same priorities
- Offering people political "wins"/good PR opportunities

What do we know about 2023?



- General:
 - Election year for Council
 - Continued growth of Racial Equity, Inclusion, and Belonging Dept and doubling of LGBTQ+ Equity staff capacity; staff transitions
 - Two-year budget process – may look different
- Policy that City Council is working on:
 - Rent control
 - Encampment response policy
 - Appointed Board + Commission reform
- Potential Council policy:
 - Tenant Opportunity to Purchase
 - Municipal ID
 - Safe use sites
 - Renter's rights in leases/applications
 - Sub-minimum wage and other disability rights policy
 - Snow and ice removal

What do we know about 2023 (cont'd)?



- Internal work:
 - Continued Gender Inclusivity training roll-out
 - Continued implementation of Single-Stall Gender Neutral Restroom Incentive program
 - HR DEI work
 - 10th annual Trans Equity Summit
 - Funding an org to develop the LGBTQ+ Healthcare Directory
 - TBD – new staff!! Potentially:
 - Gender Equity Terms + Conditions in Social Services
 - Property owner training
 - "Know Your Rights" materials on restroom access
 - Multi-stall restroom outreach

Budget (\$15,000)



What have we historically spent money on?

- Interpretation - \$5,000-\$10,000
- Compensation for community engagement, if people invoice through the City system
- Tabling fees and/or supplies for outreach events
- Summit expenses – anything that's left!

What can we NOT spend money on?

- Food/beverages
- Gift cards
- Stipends for appointed board members
- Anything over \$5,000 where we didn't put out an RFP to multiple potential vendors/accept proposals/sign an Attorney's Office-approved contract

2022 Guest Presentations

- Happened:
 - Southside Harm Reduction Services
 - Gender Justice
 - Shunu Shrestha – City of Minneapolis Human Trafficking Prevention + Response
 - City of Minneapolis Office of Performance and Innovation – Behavioral Crisis Response Teams
 - Destiny Xiong – City of Minneapolis Human Resources
- Proposed:
 - Racial Equity, Inclusion, and Belonging Department
 - Black Visions
 - Sex Worker's Outreach Project
 - RECLAIM
 - OutFront
 - Municipal ID/Licenses for All campaigns

Brainstorm time!

- PART 1 (PRIORITIES):
 - What are our most important issues? --> put them on post-its
 - How easy/hard are these issues to accomplish? --> write EASY, MEDIUM, or HARD next to them
 - Are these issues in our realm of influence? --> arrow if yes!
 - Could they be if we shifted our realm of influence? Write down what would need to shift!
- PART 2 (EVERYTHING ELSE):
 - What subcommittees, presenters, funding, or strategies (including who we advise) do we need to address these priorities? --> write down ideas for any of these
- PART 3: SUBCOMMITTEE SIGN-UP